

## Bylaws #4

1 **Subject:** Civil and Human Right Committee (CHRC) as a standing committee of the  
2 Union

3 **Authored by:** Nannette “D” Carter- Jafri, Michea Bonilla

4 **Submitted by:** Board of Directors

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6 **WHEREAS,** SEIU 503 Bylaws do not currently recognize our Civil and Human Right  
7 Committee (CHRC) as a standing committee of the Union that can submit resolutions to  
8 the General Council.

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10 **WHEREAS,** we feel the Civil and Human Right Committee working with caucuses and  
11 lifting up diversity and equity should have the ability to sponsor resolutions to the  
12 General Council that will raise awareness of our Union’s commitment to equity and  
13 inclusion, as well as to support the caucuses in promoting civil rights in all areas that  
14 affect members and their communities.

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16 **WHEREAS,** the caucuses that make up the Civil and Human Right Committee will  
17 continue to be elected to the seats of the Civil and Human Right Committee. This  
18 committee will continue to follow the AP&P ARTICLE III, BOARD COMMITTEE  
19 OPERATIONS, section 3. CIVIL AND HUMAN RIGHTS COMMITTEE. “b) The Civil  
20 and Human Rights Committee will function as both a coalition and a coordinating body  
21 for equity and inclusion work across our Union. Any caucus recognized by this  
22 committee and the 503 Board of Directors, as well as the Women’s Council, will select  
23 two (2) representatives to serve on the Civil and Human Rights Committee. The  
24 committee may also appoint two additional at large positions to be filled at the  
25 committee’s discretion.”

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27 **THEREFORE, BE IT RESOLVED**, the Board of Directors shall amend  
28 the Administrative Policies and Procedures to reflect the following Bylaws  
29 amendments:

30 SEIU 503 Bylaws, ARTICLE XVII – COMMITTEES Shall be amended as  
31 follows:

32 Section 1. The President shall appoint the chairs and members of Standing  
33 Committees of the Union (except the Civil and Human Rights Committee),  
34 Standing Committees of the Board, Special Committees, and Special  
35 Councils subject to ratification by the Board, except as otherwise specified  
36 in these Bylaws. \* \* \*

37 \* \* \* \* \*

38 Section 3. The Standing Committees of the Union are Rules, Member  
39 Representation, Union Finance, Stewards, ~~and Operations~~, and Civil and  
40 Human Rights Committee. \* \* \*

41 \* \* \* \* \*

42 Section 9. The purpose of the Civil and Human Rights Committee is to  
43 monitor and increase awareness of the Union’s commitment to equity and  
44 inclusion, as well as to provide support in building a strong power base for  
45 promoting civil rights in all areas that affect members and their  
46 communities. The Civil and Human Rights Committee will function as both  
47 a coalition and a coordinating body for equity and inclusion work across our  
48 Union.

49 Section ~~9~~10. \* \* \*

50 Section ~~10~~11. \* \* \*

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| IMPACT STATEMENTS |                  |
|-------------------|------------------|
| Financial:        | No fiscal impact |

**Equity:** This resolution would have a positive impact. Members from caucuses and marginalized identity groups would have an appropriate committee to bring forth resolutions that advance equity and inclusion efforts.

**Legal:** This resolution intends to move the Civil and Human Rights Committee (CHRC) to a Standing Committee in the bylaws, except that it wishes to keep the same appointing structure that it currently has in the AP&P's. The appropriate changes to the bylaws need to be drafted for this resolution to move forward. First, it needs to amend the bylaws to add the CHRC to the standing committees of the Union, define and incorporate the intended language about the CHRC's purpose, and spell out the exception to the President's appointment powers over standing committees in in Article XVII. Second, it needs to either amend or direct the BOD to amend the AP&P's to reflect the bylaws' amendments.

**Political:** No political impact